

**MADISON COUNTY COMPENSATION BOARD**  
**June 9, 2008 MINUTES**

On Monday, June 9, 2008, a meeting of the Madison County Compensation Board came to order at 4:00 p.m. in the Jury Room of the Madison County Courthouse in Virginia City, Montana.

Those people in attendance at the meeting were Peggy Kaatz, Marilyn Ross, Billie Ratcliffe, MaryAnn O'Malley, Shelly Burke, Ralph Hamler, Jill Steeley, Lisa Frye, Vicki Tilstra, Chris Christensen, Jim Hart, Julie Ward, Dick Barr, John Armstrong, and David Schulz.

Minutes from the May 29, 2008, Compensation Board meeting were read. Jim Hart moved to approve the minutes as read. Dick Barr seconded the motion. All voted aye and the motion carried.

Commission Chair David Schulz opened the meeting and reviewed some of the discussion that had taken place at the last meeting. Vicki Tilstra answered questions regarding the budget and the amount of reserves that are currently in the general fund. Dick Barr asked about the Salary Committee proposal of spreading an increase over a two year period. David Schulz responded that the County Attorney had clarified that the Compensation Board must meet every year.

Julie Ward asked about giving employees increases based on merit rather than longevity or step increases stating that she had concerns over the possibility of employees being awarded extra compensation and doing nothing to deserve it. Shelly Burke stated that she would not have someone in her office that did nothing. Billie Ratcliffe agreed with Julie Ward stating that even though this was a small group there would still be some that would achieve more than others. Peggy Kaatz, Clerk and Recorder, read the attached letter. Discussion ensued regarding the Sheriff Department's mandatory longevity and the Planning Department salaries.

Because the salary committee research showed that elected official salaries in Madison County average approximately fourteen percent (14%) less than other comparable counties, David Schulz suggested that elected officials get a fourteen percent (14%) increase but that other employees, such as Clerks and Deputies, without as much responsibility as elected officials receive a seven and a half percent (7.5%) increase, putting the deputy salary at eighty-five percent (85%) of elected official salary rather than ninety percent (90%) as it currently is. Billie Ratcliffe stated that she would rather recommend larger annual increases than give longevity. Julie Ward stated that she could support a fourteen percent (14%) increase to elected officials if it were to be done the way Commissioner Schulz had explained.

After a considerable amount of discussion, Julie Ward moved that the Compensation Board recommend a fourteen percent (14%) increase to the Clerk and Recorder base salary to include other elected officials except the County Attorney. John Armstrong seconded the motion. All voted aye and the motion carried. Shelly Burke moved to recommend that the County Attorney get the same increase as the other elected officials. Billie Ratcliffe seconded the motion. All voted aye and the motion carried.

With no further business the meeting was adjourned at 5:35 p.m.

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David Schulz, Chairman  
Board of Madison County Commissioners

Date Approved: June 17, 2008

Minutes prepared by:

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Laurie Buyan, Administrative Assistant

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Peggy Kaatz, Clerk and Recorder, Madison County